

**Warrant and Recommendations
of the Appropriation
Committee for**

SPECIAL TOWN MEETING



**Monday, December 15, 1975
7:30 p.m.**

DANIEL L. O'DONNELL AUDITORIUM
NORTH HIGH SCHOOL
1051 COMMERCIAL STREET, (EAST) WEYMOUTH

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WARRANT AND RECOMMENDATIONS OF THE
APPROPRIATION COMMITTEE FOR THE
SPECIAL TOWN MEETING

MONDAY, THE FIFTEENTH DAY OF DECEMBER, 1975

COMMONWEALTH OF MASSACHUSETTS

TOWN OF WEYMOUTH

NORFOLK, SS:

To any of the Constables of the Town of Weymouth in said County
GREETING:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of Weymouth aforesaid qualified to vote in Town affairs to meet in the Daniel L. O'Donnell Auditorium of the Weymouth North High School, 1051 Commercial Street (East) Weymouth on

MONDAY, THE FIFTEENTH DAY OF DECEMBER, 1975

at seven o'clock and thirty minutes in the evening, then and there to act upon the following articles, namely:

ARTICLE 1. (At the Request of the Personnel Board). To see if the Town will vote to amend Article 8 of the Town By-Laws by accepting changes in the administration and classification and pay plan and to fund other budgetary cost items; or take any other action in relation thereto.

RECOMMENDED: The Appropriation Committee is recommending acceptance of the Police Contract which calls for a 5% raise effective July 1 and an additional 3% effective January 1 — except for funding of additional vacation time. This is the same contract previously considered at the October 6 Special. The Personnel Board is recommending a 5%/3% also for non-union personnel. The Appropriation Committee recommends a straight 7% to also include the Treasurer, Tax Collector and Town Clerk.

ARTICLE 2. (By Direction of the Ambulance Study Committee). To see if the Town will vote to raise and appropriate by taxation, transfer from available funds and/or borrowing a sum of money for the purpose of establishing and maintaining a Fire Ambulance Service for the Town of Weymouth to be under the control and jurisdiction of the Fire Department; or take any other action in relation thereto.

RECOMMENDED: Refer to next Annual Meeting.

The Committee feels the intent of the Town Meeting on October 6 was to bring this to the Annual. This Article has been submitted by the Selectmen, not the Ambulance Study Committee who are willing to bring the requested additional information to the Annual.

ARTICLE 3. (By Direction of the Board of Selectmen). To see if the Town will vote to amend Article 6 of the Town By-Laws to include a Solicitors and Canvassers section as follows:

Section 639-1 It shall be unlawful for any person to engage in business as a canvasser or Solicitor calling at residences without the previous consent of the occupant for the purpose of soliciting orders, sales, subscriptions or business of any kind, or seeking for information or donations without first having registered with the Board of Selectmen or with such board or officer designated by the Board of Selectmen. The registrant shall give his complete identification, his signature, the name of his employer, the nature of the products or services in which he is interested, the names of the manufacturers of such products, or the organization which he is representing and the proposed method of operation in the town.

Section 639-2 A solicitor or canvasser is defined as any person who, for himself or another person, firm or corporation, travels by foot, automobile or any other type of conveyance from place to place, from house to house, or from street to street, taking or attempting to lease or to take orders for retail sale of goods, wares, merchandise, services, or donations including, without limitation, the selling, distributing, exposing for sale or soliciting orders for magazines, books, periodicals or other articles of a commercial nature, the contracting of all home improvements, or for services to be performed in the future, whether or not such individual has, carries or exposes for retail sale a sample of the subject of such sale, or whether he is collecting advance payment on such retail sales.

Section 639-3 This By-Law should not be construed to prevent route salesmen or other persons having established customers to whom they make periodic deliveries from calling upon such customers.

Section 639-4 Each registrant shall pay to the Board of Selectmen or such board or officer as designated by the Board of Selectmen a registration fee payable to the Town of Weymouth in the sum of Five (5) Dollars for a period expiring one year from the date of said registration.

Section 639-5 Each applicant who shows evidence of good character and pays the fee provided for herein shall be furnished a certificate indicating that he or she has registered and showing the dates covered by such registration; said certificate also bearing the registrant's signature. Such registration certificate shall expressly require and be issued only upon the condition that each person who intends to solicit or canvass in the Town after the hour of six o'clock in the afternoon shall, on every such day, inform the office of the Chief of Police of the streets or neighborhood in which the intended solicitation or canvassing is to occur. Each person shall, at all times, while soliciting or canvassing in the Town carry upon his person the registration certificate and the same shall be exhibited by such registrant whenever he is required to do so by any police officer or by any person solicited.

Section 639-6 The provisions of this chapter shall not apply to officers or employees of the town, county, state or federal government, or any subdivision thereof, when on official business, or to a person soliciting solely for religious, charitable or political purposes; nor shall this ordinance apply to neighborhood youth and students who solicit for the shoveling of snow or cutting of lawns.

Section 639-7 Any such registration may be revoked by the Board of Selectmen or the Chief of Police because of any violation by the registrant of this By-Law, or of any other By-Law of the Town or any state or federal law, or whenever the registrant shall cease to possess the qualifications and character required in this ordinance for the original registration.

Section 639-8 No solicitor or canvasser, licensed or exempted from license, may use any plan, scheme or ruse which misrepresents the true status or mission of the person making the call in order to gain admission to a prospective buyers home, office or other establishment with the purpose of making a sale of consumer goods or services.

Section 639-10 Any person who commits an unlawful act described in this By-Law, or violates any of the provisions of Section 639-5 or carries on the business described in Section 639-1 and Section 639-2, after his registration is revoked shall be punished for each offense by a fine of not more than Twenty Dollars (\$20.00) per offense; or take any other action in relation thereto.

RECOMMENDED: Favorable Action.

This by-law amendment will provide the town with an improved method of regulating and enforcing stricter canvassing safeguards for town residents.

ARTICLE 4. (By Direction of the Board of Selectmen). To see if the Town will vote to accept the provisions of Section 20C of Chapter 90 of the General Laws as amended:

20C. Violation of Parking Regulations, etc., in Certain Cities and Towns; Notice; Appearances; Schedule of Fines; Proceedings not Criminal.

In the cities of Boston and Cambridge and in any city or town which accepts the provisions of this section it shall be the duty of every police officer who takes cognizance of a violation of any provision of any rule, regulation, order, ordinance or by-law regulating the parking of motor vehicles established for their respective city or town, forthwith to give the offender a notice, which shall be in tag form as provided in this section, to appear before the clerk of the district court having jurisdiction, at any time during office hours, not later than twenty-one days after the date of such violation. All tags shall be prepared in triplicate and shall be prenumbered.

Said tag shall be affixed securely to the motor vehicle and shall contain, but shall not be limited to the following information: — The

registration number of the motor vehicle involved, the date, time and place of the violation, the specific offense charged and if a meter violation, the number of said meter, the name and badge number of the officer and his division, a schedule of established fines, instructions for the return of the tag, and a notice which reads as follows: This notice may be returned by mail, personally, or by an authorized person, and if properly returned shall be deemed non-criminal. A court hearing may be obtained upon the written request of the registered owner. Failure to obey this notice within twenty-one days after the date of violation will result in the owner's appearance in court on a criminal complaint.

At or before the completion of each tour of duty, the officer shall give to his commanding officer those copies of each notice of such violation taken cognizance of during such tour. Said commanding officer shall retain and safely preserve one of such copies and shall at a time not later than the beginning of the next court day after receipt of such notice deliver another of such copies to the clerk of the court before whom the offender has been notified to appear. The clerk of each district court shall maintain a separate docket of all such notices to appear.

Any person notified to appear before the clerk of a district court, as provided herein, may appear before such clerk and confess the offense charged, either personally or through an agent duly authorized in writing or by mailing to such clerk the notice accompanied by the fine provided therein, such payment to be made only by postal note, money order or check made out to the clerk of the court. Payment of the fine established shall operate as a final disposition of the case. Notice affixed to a motor vehicle as provided in this section, shall be deemed a sufficient notice, and a certificate of the officer affixing such notice that it has been affixed thereto, in accordance with this section, shall be deemed prima facie evidence thereof and shall be admissible in any court of the commonwealth as to the facts contained therein.

The traffic and parking commission of the City of Boston, the traffic commission or traffic director of any other city or town having such a commission or director with the authority to promulgate traffic rules, the city council of any other city, and the Board of Selectmen of any other town, shall, from time to time, establish by rule or regulation a schedule of fines for offenses subject to this section committed within such city or town; provided, however, that all such fines shall be uniform for the same offense committed in the same zone or district, if any; and provided, further, that any fine established under the provisions of this section shall not exceed fifteen (\$15.00) Dollars. Proceedings under this section shall not be deemed criminal; and no person notified to appear before the clerk of a district court as provided herein shall be required to report to any probation officer, and no record of the case shall be entered in the probation records.

Should any person notified to appear hereunder fail to appear and pay the fine provided hereunder, or having appeared desire not to avail himself of the benefits of the procedure established by this section, the clerk shall as soon as may be notify the officer concerned, who shall forthwith make a complaint against the registered owner of said vehicle and follow the procedure established for criminal cases. If any person fails to appear in accordance with the summons issued upon such complaint, the clerk shall notify the registrar, who shall forthwith suspend the right of such person to operate motor vehicles, or his license, if any, to operate the same, and upon the express order of a justice of said court, a warrant shall issue for the arrest of such person. The registrar shall not reinstate such right or license or issue a renewal thereof to such person until after notice from the clerk of the court disposing of such complaint that the same has been disposed of in accordance with law; and it shall be the duty of the clerk of the court disposing of such complaint to notify the registrar forthwith that such case has been so disposed of. The notice to appear, provided herein, shall be printed in such form as the chief justice of the municipal court of the City of Boston may prescribe for said court, and as the administrative committee of the district courts as created by section forty-three A of chapter two hundred and eighteen may prescribe for district courts other than said municipal court.

As used in this section, the words "motor vehicle" shall, so far as apt, include trailer, semi-trailer and semi-trailer unit.

The provisions of this section shall apply to violations of rules and regulations relative to the use of parking areas subject to the control of the county commissioners adjacent to or abutting county buildings, and county commissioners are hereby authorized to make such rules and regulations. Said provisions shall also apply to violations of rules and regulations relative to the parking of motor vehicles established by any commission or body empowered to make such rules and regulations;
or take any other action in relation thereto.

RECOMMENDED: Favorable Action.

The Quincy Court eliminated the fine collection procedure previously utilized by the Town. Acceptance of this "NO-FIX" statute will enable the Town to re-instate the collection routine and enforce violations more properly.

ARTICLE 5. (By Direction of the Board of Selectmen). To see what sums of money the Town will vote to raise and appropriate by taxation, transfer from available funds and/or borrowing for the purpose of paying for municipal services on Lintric Drive, including but not limited to street, sidewalks, curbs and drains; or take any other action in relation thereto.

RECOMMENDED: No Action.

Related to Article 6, the acceptance of streets is subject to a certain procedure and action must be taken at the Annual Town Meeting for such requests.

ARTICLE 6. (By Direction of the Board of Selectmen). To see what sums of money the Town will vote to raise and appropriate by taxation, transfer from available funds and/or borrowing for the purpose of paying the costs of conducting a survey and the preparation of a plan of Lintric Drive adequate for street acceptance purposes under Section 511 of the Town of Weymouth By-Laws; or take any other action in relation thereto.

RECOMMENDED: No Action.

Section 511 does not permit the Town to pay these costs. They must be borne by the abutters.

ARTICLE 7. (At the Request of the Appropriation Committee). To see if the Town will vote to instruct the Board of Selectmen and the Personnel Board to submit to any arbitration panel appointed under the state statute governing police and fire collective bargaining the recommendations of the Town Meeting on all economic issues requiring appropriation of funds; or take any other action in relation thereto.

RECOMMENDED: Referred to Town Meeting.

There is a question of interpretation on this Article which is intended to protect the right of Town Meeting to control wages and salaries for these departments a recommendation will be made after review by Town Counsel.

ARTICLE 8. (By Petition of Patrick J. Traynor and others). To see what action the Town will take regarding the relocation, alteration of and/or discontinuance of a portion of the public way located at or about 126 Wessagussett Road, Weymouth, being shown as a portion of Lot 1, Weymouth Town Atlas, Sheet 4, Block 49.

Said taking having been made on or about March 28, 1922 according to a Plan showing location of a proposed street, North Weymouth, dated February 17, 1922, Russell H. Whiting, Town Engineer, recorded Norfolk Registry of Deeds Book 1513, Page 306, Plan 1922-179A of 3; or take any other action in relation thereto.

RECOMMENDED: Recommendation Deferred to Town Meeting.

A public hearing is required and the Selectmen will meet November 24 on this request and their recommendation is required before action is taken.

You are directed to serve this Warrant by posting a true copy thereof, attested by you in writing, in each of two public places in each voting precinct in said Town, seven days at least before the date of holding of said meeting.

Hereof fail not, and make due return of the Warrant with your doings thereon to the Town Clerk of said Town on or before the Eighth day of December, in the year of our Lord One Thousand Nine Hundred and Seventy-Five.

Given under our hands and seals this Twenty-Eighth day of November, in the year of our Lord One Thousand Nine Hundred and Seventy-Five.

WILLIAM J. GUNVILLE

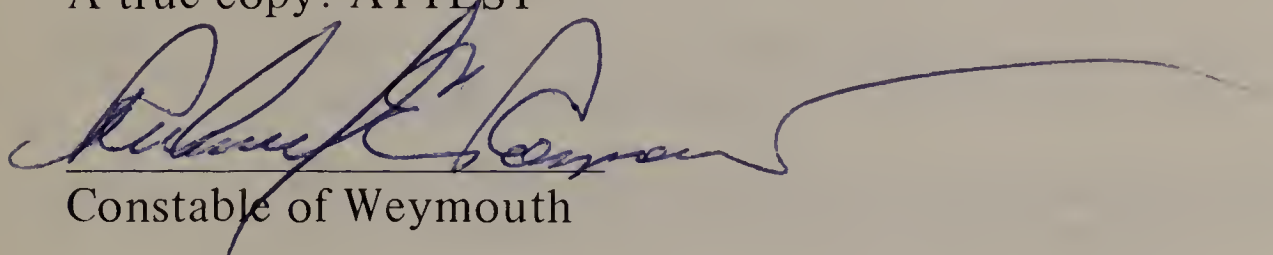
GEORGE T. DOWD, JR.

B. JOSEPH FITZSIMMONS, JR.

WILLIAM E. DURGIN

WILLIAM G. RENNIE, JR.

A true copy: ATTEST

A handwritten signature in dark ink, appearing to read "Robert E. Benson", is written over a horizontal line. The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Constable of Weymouth

SCHEDULE OF EXHIBITS

- Exhibit 1.** Police Schedule at 5% recommended by Personnel Board effective July 1.
- Exhibit 2.** Police Schedule with 3% additional increase to Exhibit 1 effective January 1, 1976.
- Exhibit 3.** Non-Union "S" Schedule B at 5% recommended by Personnel Board effective July 1.
- Exhibit 4.** Non-Union "S" Schedule with additional 3% increase to Exhibit 3 effective January 1, 1976.
- Exhibit 5.** Fiscal 1975 "S" Schedule for Non-Union personnel *without* 5% voted at the May 5 Special Town Meeting.
- Exhibit 6.** Schedule F reflecting a 3% increase for selected positions on top of 5% increase granted for same positions at May 5 meeting.
- Exhibit 7.** Schedule F reflecting a flat 7% increase over last year's rates for selected positions.
- Exhibit 8.** Part-time position Schedule reflecting an additional 3% increase compounded on 5% increase voted at May 5 Special Town Meeting.
- Exhibit 9.** Part-time position Schedule reflecting last year's rates - without 5% voted at May 5 Special Town Meeting.

Effective July 1, 1975—December 31, 1975
(26 week period)

SCHEDULE C

POLICE WEEKLY SALARY SCHEDULE

(Weekly rates controlling; annual rates are
computed by multiplying weekly rates by 52)

Compensation Grade		Minimum A	Intermediate Steps B C		Maximum D
P-1	W	197.72	208.95	220.18	231.42
	A	10,281.44	10,865.40	11,449.36	12,033.84
P-2	W	208.95	220.18	234.82	242.66
	A	10,865.40	11,449.36	12,210.64	12,618.32
P-2a	W	216.30	227.85	242.66	253.94
	A	11,247.60	11,848.20	12,618.32	13,204.88
P-3	W		240.29	253.21	266.13
	A		12,495.08	13,166.92	13,838.76
P-4	W		276.34	291.19	306.05
	A		14,369.68	15,141.88	15,914.60
P-5	W		317.79	334.87	351.96
	A		16,525.08	17,413.24	18,301.92
P-6	W				462.84
	A				24,067.68

Employees permanently assigned to the second and third shifts (the so-called night shifts) shall receive Ten Dollars (\$10.00) weekly night differential. (Night shift differential shall be included in base pay for the purposes of computing sick leave, injured leave and vacation pay, but shall not be included in base pay for the purposes of computing over-time pay.)

Day shift employees that are working night shifts shall receive an additional Two Dollars (\$2.00) for each shift actually worked within a twenty-four (24) hour period.

An employee on the first shift (the so-called Day Shift) shall receive an additional 0.5 times his regular rate for duties actually performed on Thanksgiving Day, Christmas Day and New Years Day.

TRANSITIONAL CAREER AWARDS PROGRAM

- A. An employee with the requisite years of continuous service in the Police Department who was hired on or before April 1, 1973 or, in the event of death, his estate shall be entitled to longevity payments as described following Schedule B. However, such employee shall not be entitled to both longevity payments and to supplementary compensation under the career incentive pay program pursuant to Chapter 41, Section 108L.
- B. An employee who otherwise qualifies for both longevity and career incentive payments will receive the higher of the two payment provisions.
- C. Police Officers hired after April 1, 1973 are not eligible for longevity payments but they are encouraged to participate in the educational incentive program authorized under General Laws, Chapter 41, Section 108L.

NOTE: REFLECTS A 3% ADDITIONAL
INCREASE FOR PERIOD COMMENCING
JANUARY 1, 1976 to JUNE 30, 1976.

SCHEDULE C-1

POLICE WEEKLY SALARY SCHEDULE

(Weekly rates controlling; annual rates are
computed by multiplying weekly rates by 52)

Compensation Grade		Minimum A	Intermediate Steps B C		Maximum D
P-1	W	203.65	215.22	226.79	238.36
	A	10,589.80	11,191.44	11,793.08	12,394.72
P-2	W	215.22	226.79	241.86	249.94
	A	11,191.44	11,793.08	12,576.72	12,996.88
P-2a	W	222.79	234.69	249.94	261.56
	A	11,585.08	12,203.88	12,996.88	13,601.12
P-3	W		247.50	260.81	274.11
	A		12,870.00	13,562.12	14,253.72
P-4	W		284.63	299.93	315.23
	A		14,800.76	15,596.36	16,391.96
P-5	W		327.32	344.92	362.52
	A		17,020.64	17,935.84	18,851.04
P-6	W				476.72
	A				24,789.44

Employees permanently assigned to the second and third shifts (the so-called night shifts) shall receive Ten Dollars (\$10.00) weekly night differential. (Night shift differential shall be included in base pay for the purposes of computing sick leave, injured leave and vacation pay, but shall not be included in base pay for the purposes of computing over-time pay.)

Day shift employees that are working night shifts shall receive an additional Two Dollars (\$2.00) for each shift actually worked within a twenty-four (24) hour period.

An employee on the first shift (the so-called Day Shift) shall receive an additional 0.5 times his regular rate for duties actually performed on Thanksgiving Day, Christmas Day and New Years Day.

TRANSITIONAL CAREER AWARDS PROGRAM

- A. An employee with the requisite years of continuous service in the Police Department who was hired on or before April 1, 1973 or, in the event of death, his estate shall be entitled to longevity payments as described following Schedule B. However, such employee shall not be entitled to both longevity payments and to supplementary compensation under the career incentive pay program pursuant to Chapter 41, Section 108L.
- B. An employee who otherwise qualifies for both longevity and career incentive payments will receive the higher of the two payment provisions.
- C. Police Officers hired after April 1, 1973 are not eligible for longevity payments but they are encouraged to participate in the educational incentive program authorized under General Laws, Chapter 41, Section 108L.

Revised 5%

SCHEDULE B

GENERAL WEEKLY SALARY SCHEDULE

(Weekly rates controlling; annual rates are computed by multiplying weekly rates by 52)

Compensation Grade		Minimum	Intermediate Steps				Maximum
		A	B	C	D	E	
S-1	W	109.37	113.98	118.72	123.59	128.49	
	A	5,687.24	5,926.96	6,173.44	6,426.68	6,681.48	
S-2	W	113.98	118.72	123.59	128.49	133.65	
	A	5,926.96	6,173.44	6,426.68	6,681.48	6,949.80	
S-3	W	118.72	123.59	128.49	133.65	139.00	
	A	6,173.44	6,426.68	6,681.48	6,949.80	7,228.00	
S-4	W	123.59	128.49	133.65	139.00	144.70	
	A	6,426.68	6,681.48	6,949.80	7,228.00	7,524.40	
S-5	W	128.49	133.65	139.00	144.70	150.48	
	A	6,681.48	6,949.80	7,228.00	7,524.40	7,824.96	
S-6	W	133.65	139.00	144.70	150.48	156.54	
	A	6,949.80	7,228.00	7,524.40	7,824.96	8,140.08	
S-7	W	139.00	144.70	150.48	156.54	162.69	
	A	7,228.00	7,524.40	7,824.96	8,140.08	8,459.88	
S-8	W	144.70	150.48	156.54	162.69	169.17	
	A	7,524.40	7,824.96	8,140.08	8,459.88	8,796.84	
S-9	W	150.48	156.54	162.69	169.17	175.97	
	A	7,824.96	8,140.08	8,459.88	8,796.84	9,150.80	
S-10	W	156.54	162.69	169.17	175.97	182.90	
	A	8,140.08	8,459.88	8,796.84	9,150.80	9,510.80	
S-11	W	162.69	169.17	175.97	182.90	190.31	
	A	8,459.88	8,796.84	9,150.80	9,510.80	9,896.12	
S-12	W	169.17	175.97	182.90	190.31	197.78	
	A	8,796.84	9,150.80	9,510.80	9,896.12	10,284.56	
S-13	W	175.97	182.90	190.31	197.78	205.80	
	A	9,150.80	9,510.80	9,896.12	10,284.56	10,701.60	
S-14	W	182.90	190.31	197.78	205.80	213.87	
	A	9,510.80	9,896.12	10,284.56	10,701.60	11,121.24	
S-15	W	190.31	197.78	205.80	213.87	222.50	
	A	9,896.12	10,284.56	10,701.60	11,121.24	11,570.00	
S-16	W	197.78	205.80	213.87	222.50	231.48	
	A	10,284.56	10,701.60	11,121.24	11,570.00	12,036.96	
S-17	W	205.80	213.87	222.50	231.48	240.58	
	A	10,701.60	11,121.24	11,570.00	12,036.96	12,510.16	
S-18	W	213.87	222.50	231.48	240.58	250.25	
	A	11,121.24	11,570.00	12,036.96	12,510.16	13,013.00	

EXHIBIT 3 CONTINUED**SCHEDULE B [Continued]**

Compensation Grade		Minimum A	Intermediate Steps B C D			Maximum E
S-19	W	222.50	231.48	240.58	250.25	262.69
	A	11,570.00	12,036.96	12,510.16	13,013.00	13,659.88
S-20	W	231.48	240.58	250.25	262.69	275.75
	A	12,036.96	12,510.16	13,013.00	13,659.88	14,339.00
S-21	W	240.58	250.25	262.69	275.75	289.54
	A	12,510.16	13,013.00	13,659.88	14,339.00	15,056.08
S-22	W	250.25	262.69	275.75	289.54	304.06
	A	13,013.00	13,659.88	14,339.00	15,056.08	15,811.12
S-23	W	262.69	275.75	289.54	304.06	319.28
	A	13,659.88	14,339.00	15,056.08	15,811.12	16,602.56
S-24	W	275.75	289.54	304.06	319.28	335.27
	A	14,339.00	15,056.08	15,811.12	16,602.56	17,434.04
S-25	W	289.54	304.06	319.28	335.27	352.02
	A	15,056.08	15,811.12	16,602.56	17,434.04	18,305.04
S-26	W	304.06	319.28	335.27	352.02	373.03
	A	15,811.12	16,602.56	17,434.04	18,305.04	19,397.56
S-27	W	319.28	335.27	352.02	373.03	395.37
	A	16,602.56	17,434.04	18,305.04	19,397.56	20,559.24
S-28	W	335.27	352.02	373.03	395.37	419.18
	A	17,434.04	18,305.04	19,397.56	20,559.24	21,797.36
S-29	W	352.02	373.03	395.37	419.18	444.38
	A	18,305.04	19,397.56	20,559.24	21,797.36	23,107.76
S-30	W	373.03	395.37	419.18	444.38	470.86
	A	19,397.56	20,559.24	21,797.36	23,107.76	24,484.72
S-31	W	395.37	419.18	444.38	470.86	498.53
	A	20,559.24	21,797.36	23,107.76	24,484.72	25,923.56

Employees on the second and third shift at the Water Treatment Plant and building custodians employed by the Public Works Department during these shifts shall be entitled to a differential of twenty cents (\$.20) per hour.

LONGEVITY

- A. An employee who was hired on or before April 1, 1973 shall be entitled to and shall receive, in addition to compensation to which he may be entitled in accordance with this schedule, an annual amount of \$150 after having completed 15 years of full-time continuous employment. This amount shall be increased by \$50 after the employee has completed 20 years of full-time continuous employment. The maximum annual amount to which the employee is entitled under this provision is \$200. Payments shall be considered compensation for retirement purposes.
- B. The annual amount due an employee who has become eligible during the fiscal year, July 1 - June 30, shall be paid the last pay period in June.

- C. Pro rata payment shall be made to an employee who retires or resigns or to the estate of an employee who dies during the twelve months beginning July 1 and ending June 30th. The amount of such payment shall be the proportion of the annual payment determined as of the first or the sixteenth day of the month immediately following the date of retirement, resignation or death, and shall be paid not later than such first or sixteenth day.

GENERAL WEEKLY SALARY SCHEDULE

(Weekly rates controlling; annual rates are computed by multiplying weekly rates by 52)

Compensation Grade		Minimum A	Intermediate Steps B C D			Maximum E
S-1	W	112.65	117.40	122.28	127.30	132.34
	A	5,857.86	6,104.77	6,358.64	6,619.48	6,881.92
S-2	W	117.40	122.28	127.30	132.34	137.66
	A	6,104.77	6,358.64	6,619.48	6,881.92	7,158.29
S-3	W	122.28	127.30	132.34	137.66	143.17
	A	6,358.64	6,619.48	6,881.92	7,158.29	7,444.84
S-4	W	127.30	132.34	137.66	143.17	149.04
	A	6,619.48	6,881.92	7,158.29	7,444.84	7,750.13
S-5	W	132.34	137.66	143.17	149.04	154.99
	A	6,881.92	7,158.29	7,444.84	7,750.13	8,059.71
S-6	W	137.66	143.17	149.04	154.99	161.24
	A	7,158.29	7,444.84	7,750.13	8,059.71	8,384.28
S-7	W	143.17	149.04	154.99	161.24	167.57
	A	7,444.84	7,750.13	8,059.71	8,384.28	8,713.65
S-8	W	149.04	154.99	161.24	167.57	174.24
	A	7,750.13	8,059.71	8,384.28	8,713.65	9,060.75
S-9	W	154.99	161.24	167.57	174.24	181.25
	A	8,059.71	8,384.28	8,713.65	9,060.75	9,424.95
S-10	W	161.24	167.57	174.24	181.25	188.39
	A	8,384.28	8,713.65	9,060.75	9,424.95	9,796.12
S-11	W	167.57	174.24	181.25	188.39	196.02
	A	8,713.65	9,060.75	9,424.95	9,796.12	10,193.00
S-12	W	174.24	181.25	188.39	196.02	203.71
	A	9,060.75	9,424.95	9,796.12	10,193.00	10,593.10
S-13	W	181.25	188.39	196.02	203.71	211.97
	A	9,424.95	9,796.12	10,193.00	10,593.10	11,022.65
S-14	W	188.39	196.02	203.71	211.97	220.29
	A	9,796.12	10,193.00	10,593.10	11,022.65	11,454.88
S-15	W	196.02	203.71	211.97	220.29	229.17
	A	10,193.00	10,593.10	11,022.65	11,454.88	11,917.10
S-16	W	203.71	211.97	220.29	229.17	238.42
	A	10,593.10	11,022.65	11,454.88	11,917.10	12,398.07
S-17	W	211.97	220.29	229.17	238.42	247.80
	A	11,022.65	11,454.88	11,917.10	12,398.07	12,885.46
S-18	W	220.29	229.17	238.42	247.80	257.76
	A	11,454.88	11,917.10	12,398.07	12,885.46	13,403.39

EXHIBIT 4 CONTINUED

SCHEDULE B [Continued]

Compensation Grade		Minimum A	Intermediate Steps B C D			Maximum E
S-19	W	229.17	238.42	247.80	257.76	270.57
	A	11,917.10	12,398.07	12,885.46	13,403.39	14,069.68
S-20	W	238.42	247.80	257.76	270.57	284.02
	A	12,398.07	12,885.46	13,403.39	14,069.68	14,769.17
S-21	W	247.80	257.76	270.57	284.02	298.23
	A	12,885.46	13,403.39	14,069.68	14,769.17	15,507.76
S-22	W	257.76	270.57	284.02	298.23	313.18
	A	13,403.39	14,069.68	14,769.17	15,507.76	16,285.45
S-23	W	270.57	284.02	298.23	313.18	328.86
	A	14,069.68	14,769.17	15,507.76	16,285.45	17,100.64
S-24	W	284.02	298.23	313.18	328.86	345.33
	A	14,769.17	15,507.76	16,285.45	17,100.64	17,957.06
S-25	W	298.23	313.18	328.86	345.33	362.58
	A	15,507.76	16,285.45	17,100.64	17,957.06	18,854.19
S-26	W	313.18	328.86	345.33	362.58	384.22
	A	16,285.45	17,100.64	17,957.06	18,854.19	19,979.49
S-27	W	328.86	345.33	362.58	384.22	407.23
	A	17,100.64	17,957.06	18,854.19	19,979.49	21,176.02
S-28	W	345.33	362.58	384.22	407.23	431.76
	A	17,957.06	18,854.19	19,979.49	21,176.02	22,451.28
S-29	W	362.58	384.22	407.23	431.76	457.71
	A	18,854.19	19,979.49	21,176.02	22,451.28	23,800.99
S-30	W	384.22	407.23	431.76	457.71	484.99
	A	19,979.49	21,176.02	22,451.28	23,800.99	25,219.26
S-31	W	407.23	431.76	457.71	484.99	513.49
	A	21,176.02	22,451.28	23,800.99	25,219.26	26,701.27

Rangeity on Page 19 belongs here

7% eff. as of 7/1/75

SCHEDULE B
GENERAL WEEKLY SALARY SCHEDULE
(Weekly rates controlling; annual rates are
computed by multiplying weekly rates by 52)

Compensation Grade		Minimum A	Intermediate Steps B C D			Maximum E
S-1	W	104.16	108.55	113.07	117.70	122.37
	A	5,416.32	5,644.60	5,879.64	6,120.40	6,363.24
S-2	W	108.55	113.07	117.70	122.37	127.29
	A	5,644.60	5,879.64	6,120.40	6,363.24	6,619.08
S-3	W	113.07	117.70	122.37	127.29	132.38
	A	5,879.64	6,120.40	6,363.24	6,619.08	6,883.76
S-4	W	117.70	122.37	127.29	132.38	137.81
	A	6,120.40	6,363.24	6,619.08	6,883.76	7,166.12
S-5	W	122.37	127.29	132.38	137.81	143.31
	A	6,363.24	6,619.08	6,883.76	7,166.12	7,452.12
S-6	W	127.29	132.38	137.81	143.31	149.09
	A	6,619.08	6,883.76	7,166.12	7,452.12	7,752.68
S-7	W	132.38	137.81	143.31	149.09	154.94
	A	6,883.76	7,166.12	7,452.12	7,752.68	8,056.88
S-8	W	137.81	143.31	149.09	154.94	161.11
	A	7,166.12	7,452.12	7,752.68	8,056.88	8,377.72
S-9	W	143.31	149.09	154.94	161.11	167.59
	A	7,452.12	7,752.68	8,056.88	8,377.72	8,714.68
S-10	W	149.09	154.94	161.11	167.59	174.19
	A	7,752.68	8,056.88	8,377.72	8,714.68	9,057.88
S-11	W	154.94	161.11	167.59	174.19	181.25
	A	8,056.88	8,377.72	8,714.68	9,057.88	9,425.00
S-12	W	161.11	167.59	174.19	181.25	188.36
	A	8,377.72	8,714.68	9,057.88	9,425.00	9,794.72
S-13	W	167.59	174.19	181.25	188.36	196.00
	A	8,714.68	9,057.88	9,425.00	9,794.72	10,192.00
S-14	W	174.19	181.25	188.36	196.00	203.69
	A	9,057.88	9,425.00	9,794.72	10,192.00	10,591.88
S-15	W	181.25	188.36	196.00	203.69	211.90
	A	9,425.00	9,794.72	10,192.00	10,591.88	11,018.80

EXHIBIT 5 CONTINUED

Compensation Grade		Minimum A	B	Intermediate Steps C D		Maximum E
S-16	W	188.36	196.00	203.69	211.90	220.46
	A	9,794.72	10,192.00	10,591.88	11,018.80	11,463.92
S-17	W	196.00	203.69	211.90	220.46	229.13
	A	10,192.00	10,591.88	11,018.80	11,463.92	11,914.76
S-18	W	203.69	211.90	220.46	229.13	238.33
	A	10,591.88	11,018.80	11,463.92	11,914.76	12,393.16
S-19	W	211.90	220.46	229.13	238.33	250.18
	A	11,018.80	11,463.92	11,914.76	12,393.16	13,009.36
S-20	W	220.46	229.13	238.33	250.18	262.62
	A	11,463.92	11,914.76	12,393.16	13,009.36	13,656.24
S-21	W	229.13	238.33	250.18	262.62	275.75
	A	11,914.76	12,393.16	13,009.36	13,656.24	14,339.00
S-22	W	238.33	250.18	262.62	275.75	289.58
	A	12,393.16	13,009.36	13,656.24	14,339.00	15,058.16
S-23	W	250.18	262.62	275.75	289.58	304.08
	A	13,009.36	13,656.24	14,339.00	15,058.16	15,812.16
S-24	W	262.62	275.75	289.58	304.08	319.30
	A	13,656.24	14,339.00	15,058.16	15,812.16	16,603.60
S-25	W	275.75	289.58	304.08	319.30	335.26
	A	14,339.00	15,058.16	15,812.16	16,603.60	17,433.52
S-26	W	289.58	304.08	319.30	335.26	355.27
	A	15,058.16	15,812.16	16,603.60	17,433.52	18,474.04
S-27	W	304.08	319.30	335.26	355.27	376.54
	A	15,812.16	16,603.60	17,433.52	18,474.04	19,580.08
S-28	W	319.30	335.26	355.27	376.54	399.22
	A	16,603.60	17,433.52	18,474.04	19,580.08	20,759.44
S-29	W	335.26	355.27	376.54	399.22	423.22
	A	17,433.52	18,474.04	19,580.08	20,759.44	22,007.44
S-30	W	355.27	376.54	399.22	423.22	448.44
	A	18,474.04	19,580.08	20,759.44	22,007.44	23,318.88
S-31	W	376.54	399.22	423.22	448.44	474.79
	A	19,580.08	20,759.44	22,007.44	23,318.88	24,689.08

Employees on the second and third shift at the Water Treatment Plant and building custodians employed by the Public Works Department during these shifts shall be entitled to a differential of twenty cents (\$.20) per hour.

Appr.

LONGEVITY

A. An employee who was hired on or before April 1, 1973 shall be entitled to and shall receive, in addition to compensation to which he may be entitled in accordance with this schedule, an annual amount of \$150 after having completed 15 years of full-time continuous employment. This amount shall be increased by \$50 after the employee has completed 20 years of full-time continuous employment. The maximum annual amount to which the employee is entitled under this provision is \$200. Payments shall be considered compensation for retirement purposes.

B. The annual amount due an employee beginning July 1 shall be paid the last pay week in June of the following year.

C. Pro rata payment shall be made to an employee who retires or resigns or to the estate of an employee who dies during the twelve months beginning July 1 and ending June 30th. The amount of such payment shall be the proportion of the annual payment determined as of the first or the sixteenth day of the month immediately following the date of retirement, resignation or death, and shall be paid not later than such first or sixteenth day.

Replaces 3 1/2 as of 7/16
Personnel

SCHEDULE F - 1

MISCELLANEOUS SALARY AND WAGE SCHEDULE
FOR PART-TIME AND SEASONAL EMPLOYEES

Class Title	Rate		
Assistant Beach Supervisor (Seasonal) (Weekly)	113.24	119.02	125.98
Assistant Recreation Program Supervisor (Seasonal) (Weekly)	113.24	119.02	125.98
Bathhouse Attendant (Seasonal) (Hourly)	2.16	2.32	2.48
Beach Supervisor (Seasonal) (Weekly)	134.73	140.89	146.99
Clerical Aide (Part-Time) (Hourly)			2.42
Driver-Recreation Program (Seasonal) (Weekly)	90.61	97.36	104.11
Gas Inspector (Part-Time) (Annual)			5,000.00
Handicapped Children's Program Supervisor (Seasonal) (Weekly)	124.36	126.79	133.49
Laborer (Temporary) (Hourly)			2.50
Laborer (Seasonal) (Hourly)		3.00	3.25
Library Page (Part-Time)		2.20	2.30
Lifeguard (Seasonal) (Weekly)	90.61	97.36	104.11
Park Instructor (Seasonal) (Weekly)	90.61	97.36	104.11
Park Ranger (Seasonal) (Weekly)	106.54	113.29	120.04
Playground Specialist (Seasonal) (Weekly)	106.54	113.29	120.04
Playground Instructor (Seasonal) (Weekly)	90.61	97.36	104.11
Personnel Officer (Part-Time) (Annual)			1,633.00
Public Health Nurse (Part-Time) (Hourly)	4.35	4.53	4.70
Recreation Program Supervisor (Seasonal) (Weekly)	126.79	133.49	140.89
Recreation Special Police (Part-Time) (Hourly)	2.83	3.09	3.35
School Traffic Supervisor (Part-Time) (Monthly) Ten Months Per Year			
4.0 Hours Per Day			257.50
4.5 Hours Per Day			288.40
Sealer of Weights and Measures (Part-Time) (Annual)	3,399.00	3,759.50	4,120.00
Specialist-Exceptional Program (Seasonal) (Weekly)	106.54	113.29	120.04
Specialist-Physically Handicapped Program (Seasonal) (Weekly)	106.54	113.29	120.04
Student Engineer (Part-Time) Sophomore (Hourly)			3.50
Middler (Hourly)			3.81
Junior (Hourly)			4.33
Senior (Hourly)			4.84
Student Library Assistant (Part-Time) First Year (Hourly)			2.42
Second Year (Hourly)			2.78
Swimming Instructor (Seasonal) (Weekly)	106.54	113.29	120.04

7%

SCHEDULE F

MISCELLANEOUS SALARY AND WAGE SCHEDULE
FOR PART-TIME AND SEASONAL EMPLOYEES

Class Title	Rate		
Assistant Beach Supervisor (Seasonal) (Weekly)	113.24	119.02	125.98
Assistant Recreation Program Supervisor (Seasonal) (Weekly)	113.24	119.02	125.98
Boathouse Attendant (Seasonal) (Hourly)	2.16	2.32	2.48
Beach Supervisor (Seasonal) (Weekly)	134.73	140.89	146.99
Clerical Aide (Part-Time) (Hourly)			2.43
Driver Recreation Program (Seasonal) (Weekly)	90.61	97.36	104.11
Gas Inspector (Part-Time) (Annual)			5,000.00
Handicapped Children's Program Supervisor (Seasonal) (Weekly)	124.36	126.79	133.49
Laborer (Temporary) (Hourly)			2.52
Laborer (Seasonal) (Hourly)	2.70	2.97	3.25
Library Page (Part-Time)		2.20	2.30
Lifeguard (Seasonal) (Weekly)	90.61	97.36	104.11
Park Instructor (Seasonal) (Weekly)	90.61	97.36	104.11
Park Ranger (Seasonal) (Weekly)	106.54	113.29	120.04
Playground Specialist (Seasonal) (Weekly)	106.54	113.29	120.04
Playground Instructor (Seasonal) (Weekly)	90.61	97.36	104.11
Personnel Officer (Part-Time) (Annual)			1,616.00
Public Health Nurse (Part-Time) (Hourly)	4.35	4.53	4.70
Recreation Program Supervisor (Seasonal) (Weekly)	126.79	133.49	140.89
Recreation Special Police (Part-Time) (Hourly)	2.89	3.18	3.47
School Traffic Supervisor (Part-Time) (Monthly) Ten Months Per Year			
4.0 Hours Per Day			254.23
4.5 Hours Per Day			286.12
Sealer of Weights and Measures (Part-Time) (Annual)	3,370.50	3,723.60	4,076.70
Specialist-Exceptional Program (Seasonal) (Weekly)	106.54	113.29	120.04
Specialist-Physically Handicapped Program (Seasonal) (Weekly)	106.54	113.29	120.04
Student Engineer (Part-Time) Sophomore (Hourly)			3.47
Middler (Hourly)			3.76
Junior (Hourly)			4.28
Senior (Hourly)			4.79
Student Library Assistant (Part-Time) First Year (Hourly)			2.31
Second Year (Hourly)			2.48
Swimming Instructor (Seasonal) (Weekly)	106.54	113.29	120.04

Revised 3 1/2 as of 1/76

SECTION 8 - 1
PART-TIME POSITIONS CLASSIFIED IN THE
ADMINISTRATIVE AND CLERICAL GROUP

Compensation Grade	Minimum	Intermediate Steps			Maximum
	A	B	C	D	E
S-1	2.98	3.09	3.21	3.34	3.48
S-2	3.09	3.21	3.34	3.48	3.63
S-3	3.21	3.34	3.48	3.63	3.77
S-4	3.34	3.48	3.63	3.77	3.92
S-5	3.48	3.63	3.77	3.92	4.08
S-6	3.63	3.77	3.92	4.08	4.23
S-7	3.77	3.92	4.08	4.23	4.39
S-8	3.92	4.08	4.23	4.39	4.56
S-9	4.08	4.23	4.39	4.56	4.75
S-10	4.23	4.39	4.56	4.75	4.94



*Increment 5% by
7% @ 7/1/75*

SECTION 8

PART-TIME POSITIONS CLASSIFIED IN THE ADMINISTRATIVE AND CLERICAL GROUP

Employees occupying administrative or clerical positions in part-time employment which may be continuous employment or which may constitute intermittent or casual service shall be compensated at hourly rates appearing in the following schedule which is hereby incorporated in the Compensation Plan:

Compensation Grade	Minimum	Intermediate Steps			Maximum
	A	B	C	D	E
S-1	2.75	2.86	2.97	3.09	3.22
S-2	2.86	2.97	3.09	3.22	3.35
S-3	2.97	3.09	3.22	3.35	3.49
S-4	3.09	3.22	3.35	3.49	3.63
S-5	3.22	3.35	3.49	3.63	3.77
S-6	3.35	3.49	3.63	3.77	3.91
S-7	3.49	3.63	3.77	3.91	4.06
S-8	3.63	3.77	3.91	4.06	4.22
S-9	3.77	3.91	4.06	4.22	4.39
S-10	3.91	4.06	4.22	4.39	4.57

An employee within the meaning of this section shall receive the increment between his present rate and the next higher step rate as follows:

- (1) On the termination of the nearest pay period to April first or October first after completion of 500 hours of work. An employee shall not be granted more than one such increment during each twelve month period.
- (2) The increase in rate which this increment represents must be recommended by the employee's department head and approved by the Board.

WEYMOUTH APPROPRIATION COMMITTEE

Lincoln W. Ryder, *Chairman*
73 Union Street

Karen F. DeTellis (Mrs.)
936 Commercial Street

Lawrence W. Cassese, *Vice Chairman*
196 Lake Street

John E. Greene
59 Ingrid Road

Edward G. Ennis, *Secretary*
25 Springvale Circle

Joseph H. Hayes
286 Pine Street

Claire Aizenstadt (Mrs.)
600 Broad Street

J. Warren Heffernan
42 Gaslight Drive

Norman F. Boucher
28 Sargent Road

James V. Oteri
142 Whipple Street

James E. Bristol
10 Daniel Street

Jackee A. Nickerson
150 Idlewell Blvd.

Jon Cazeault
605 Bridge Street

William W. Taber
351 Commercial Street